

Labor-Management Partnership Council
Wednesday, October 17, 2012
12:00p.m. – 1:30p.m.

Attendees:

Honorable Vincent C. Gray - Mayor	Geo T. Johnson – AFSCME
Allen Y. Lew – City Administrator	James Ivey – AFSCME
Chris Murphy – Chief of Staff	Michael Flood – AFSCME
De’Shawn Wright – Deputy Mayor for Education	Sheila Frost – AFGE
B.B. Otero – Deputy Mayor for Health & Human Services	Eric Bunn – AFGE
Natasha Campbell – Director of OLRCB	Nathan Saunders – WTU
Shawn Stokes – Director of DCHR	Tommie Ratliff – Teamsters 639
James Staton – Director of OCP	Aona Jefferson – CSO
Thomas Faust – Director of DOC	Lee Blackmon – NAGE
Kaya Henderson – Chancellor of DCPS	Lisa Wallace – SEIU 1199
Lisa Mallory – Director of DOES	John Rosser – FOP/DOCLC
Brenda Donald – Director of CFSA	Sheila Marr – FOP/DOCLC
William Howland – Director of DPW	Takisha Brown – FOP/DYRSLC
Hosanna Jones – State Superintendent of Education	Rubin Young – AFSCME
Chris Carew – DC Water	LaKisha Dupont-Carr –AFGE
Rob Hildum – HSEMA	Larry Hawkins – Teamsters 639
Kyle Simmons – OLRCB	Scott Clark – Teamsters 639
Kwelli Sneed – DPW	Dwight Bowman – AFGE
Kehinde Asuelimen – DDS	Andrew Washington – AFSCME
Ryan Solchenberger - OSSE	Toni White-Richardson – AFSCME
Vikkie Gray – DGS	
Jaki Buckley – DHS	
Jennifer Leonard – DME	
Dexter Starkes – CFSA	
Paul Lundquist – OCFO	
Kenita Saunders Romero – DDOE	
Denise Rivera Portis – DDOE	
Earl Murphy Jr. – DOH	
Myrtho Blanchard – UDC	
Paulette Johnson – DOC	
C. Mustafa Dozier – DC Water	

Purpose:

This was the 2nd session of the Labor-Management Partnership Council.

Meeting Notes from the Labor Management Partnership Council Meeting:

- The Labor-Management Partnership Council (LMPC) was called to order at 1:14p.m.

- Geo welcomed everyone to the 2nd LMPC meeting. He said that he sees some empty chairs and that the last meeting had a better turnout. Geo suggested that we introduce ourselves so that we can learn one another and become like family.
- Mayor Gray said good afternoon and welcomed everyone. Mayor Gray wanted to thank Geo for being a good partner and leader. He added that Geo has been a leader in the city for a long time and that he has been a force in rejuvenating the LMPC.
 - Mayor Gray mentioned that today's meeting is to share some goals that the LMPC could work toward and build momentum. He added that Kurt Saunders who did the presentation at the 1st LMPC meeting would not be here today because he is ill.
 - Mayor Gray stated that the other day the Co-Chairs met to discuss some overarching initiatives that the LMPC could work on.
 - Customer Service – Mayor Gray said that he recognizes that some agencies customers are internal. He added DCHR as an example.
 - Employee Morale – Mayor Gray asked how we can improve employee morale.
 - Mayor Gray stated that Office of Contacting and Procurement has put out an RFP for a consultant to help the LMPC create a strategic plan. Mayor Gray said that by the next meeting there will be someone here to assist this group. Mayor Gray said that it is important that we are all involved in this process.
 - Mayor Gray said that we will postpone the report out on the D.C. One Fund as the Co-Chairs Director Staton and Toni White-Richardson are at the University of the District of Columbia conducting a Kick-Off event.
 - Mayor Gray commented that through partnership we have been able to accomplish many things like:
 - HIV-AIDS Awareness Campaign,
 - DCPS Beautification Day,
 - Classification and Compensation Reform Project
 - Negotiated Employee Assistance Home Purchase program
 - OSSE Employee Recognition.
 - Mayor Gray thanked the City Administrator for continuing to meet quarterly with the Union Leaders and discussing the potential impact that sequestration could have on the District.
 - Mayor Gray also thanked Natasha Campbell for all of her hard work.
- Geo commented that 4 years ago this council did not exist. He added that at one time this council was able to produce great things like:

- Bringing Recycling back into the District
- Alternate Work Schedules
- Geo said now through partnership the District is working on Classification and Compensation Reform. He added that the Classification and Compensation Reform project consists of representatives from both the employer and the employee.
 - Geo said that the lack of communications over the past 4 years has caused the city to be stagnated. He added that with communication the District has been able to produce the most effective and efficient services.
- Geo asked if there were any glaring issues with the minutes. He noted that he knows that he does not have to review the minutes because the note taker is like a human tape recorder.
 - Mayor Gray said that he did not miss anything.
 - Tommie motioned to accept the minutes.
 - Lisa Mallory seconded the motion.
 - Unanimous approval of the minutes.
- Geo said that due to Kurt Saunders not being here today that Lionel Collins will present on Consensus Decision-Making and that Natasha will assist him.
 - Natasha informed everyone that the slides for the presentation are in their packets.
 - Lionel said that, "Consensus occurs when every member of the group must be able to support the decision." He added that everyone needs to be supportive in this process and be willing to compromise.
 - Geo thanked Lionel for presenting and said that it was straight forward and to the point.
- Mayor Gray asked if the LMPC was comfortable with using customer service and employee morale as its two initiatives.
 - Director Faust commented that employee morale can be very subjective. He added that it may serve us better to create a better environment that focuses on fairness and communication. Director Faust recommended re-labeling the initiative as the environment for better morale.

- Mayor Gray said that the intent was the same and that there may be a better way to say it. He asked if this was something we should be working on.
 - Director Faust said yes.
- Director Mallory said that she thinks it is a good topic and added that the frame work should be around workplace conditions.
- Aona Jefferson commented that employee morale can be increased through pay increases.
 - Mayor Gray said that he understands that but we need to focus on other ways since budget constraints are a reality.
 - Aona Jefferson said that there is a lack of respect at the workplace. She added that there is no appreciation.
 - Geo said that we need to focus on the relationship between the employer and the employee. He said money is not part of this conversation.
- Dwight Bowman asked what is the state of both morale and customer service. He asked if any surveys have been done. Dwight asked if there has been consensus as to if these topics are going to be the overarching themes.
 - Mayor Gray said that as of now there has not been consensus and that was the goal for today.
- Director Donald said the employee morale is an issue worthy of this council and she added that we need a strategy to define and assess where we are now.
- James said that the assessment of the employee morale was that over the last 4 years the Union was viewed as adversaries. He added that now we are moving back to a more positive relationship.
- Geo commented that everyone needs to be a stakeholder in this process. He indicated that no one person is running the show.
 - Geo and Mayor Gray said that these meetings are about making things better. This is not about labor or the Mayor; this is about coming together.
- Geo said that this group was formed to work together. He said that morale is low and it does not have to do with just money. Geo said that both labor and management have concerns.

- John Rosser said this is about team-building. He added we need to do what we can to minimize issues and that requires good communication skills. Rosser said that the morale at the Department of Corrections has improved as a result of better communication. Rosser said that Director Faust has informed the Union of management's decisions and allows the Union to understand the reasoning. He added that the Union does not always agree but it is a start.
 - Mayor Gray responded that the issues that he has heard around the table thus far incorporate fairness, communication, trust, respect and team-building. He added that next time we will have operational definitions.
- Chis Carew commented that these two issues are overarching and they are good. He added that it is important to remember that improvement means change and that includes the employees changing. He added that it is important to address the issue of change and that he is willing to speak to Lionel and Natasha further if needed.
 - Mayor Gray said that was a good point and that in order to improve morale everyone has to be willing to change.
- Geo stated that within the packet that has been handed out there is a survey within. He added that the survey has been designed to focus on these two issues; employee morale and customer service. Geo said that you will have some time to complete this and that we will collect the data to find out where we are for both management and labor.
- Eric Bunn said that he agrees with the two initiatives but thinks that this should be addressed at the agency level first. He added that we need to ask the employees how we can improve and that a top-down approach would not work.
 - Mayor Gray commented that the LMPC is to work on umbrella issues that touch every agency. He said that the LMPC cannot focus on individual issues at the agency level. Mayor Gray added that the improvements at the Department of Corrections ensued at the agency level because both labor and management are working together. Mayor Gray added that there has to be something that every agency can do and it is important to hear what is important at the agency level.
- Natasha said that the intent of the surveys is to allow the Directors to comment on the experiences from management and for labor to comment on their experiences. Natasha commented that Directors should reach out to Senior Management and that the Union should speak to their executive boards.
- Geo said that it is the job of the LMPC to sell this to the agencies. Geo said that we need to know the likes, loves, dislikes and hate. He added that the people that have been identified in this room are here because you are all gun-slingers.

- Tommie Ratliff said that a major issue is trust. Employees are afraid of losing their job. Tommie said that contracting out remains a threat to job security and employees live in fear.
 - Geo said that we all need job security especially when sequestration might happen. He added that a meeting is scheduled for Friday to discuss that. Geo said that we all need to look at issues that this group can address.
 - Nathan Saunders stated that we need to get away from the notion that the only way to increase employee morale is through pay raises. He added that employee morale should be looked at as workplace excellence. Nathan said that this council is about working on the hard subjects and he noted that he and Chancellor Henderson are doing some exciting things. Nathan said that job security is important and that the Union is not saying to keep bad or inefficient employees.
 - Mayor Gray asked how we build these excellent environments across the District. He added that it all comes down to accountability and if people are going to do what they said they were going to do.
 - Nathan said in order to measure the success of our efforts we need to determine where we are now.
 - Michael Flood commented that he has not had the same success as Mr. Saunders with the Chancellor. He added that DCPS needs to embrace all employees and not just the teachers.
 - Aona Jefferson said that the reason that WTU has a better relationship is because they have private funding. She added that CSO is not getting the same treatment as WTU.
 - Andrew Washington said that it all starts here and added that agencies can model partnership after this group here.
 - Shanna Frost said that trust needs to be built. She commented that when the Attorney General defended a line attorney to a judge in D.C. employee morale increase. Shanna said that support has positive effects,
 - James commented that we are not re-inventing the wheel here. Mayor Williams had an LMPC; this is not a new concept. He added that everyone needs to be committed to do the work and we all need to get on the same page; and that page is partnership.
- Director Staton and Toni White Richardson provided a report out on the D.C. One Fund.
- Director Staton said that last meeting we discussed partnering with labor for the D.C. One Fund and before the meeting had ended we were already underway

thanks to the assistance of Director Campbell. Director Staton said that the message is simple and that is that we are one community. He also noted that the Kick-Off event was wonderful. Director Staton thanked his management co-chair Lisa Mallory and as well as his labor co-chair and union partner Toni White-Richardson.

- Toni thanked Geo and Natasha for thinking of her in this role. She added that she is having a lot of fun. Toni asked for both labor and management to help reach out to people and get the word out. Toni also said that there should be a labor and management point of contact in each agency. She indicated that she and her husband have contributed 1% of their salaries to the D.C. One Fund. Toni said that if all partnerships were like this one then the parties would never be at the table.
 - Mayor Gray said that the District is going to end up in a better spot thanks to Director Staton and Toni White-Richardson. He added that the Kick-Off was incredible and that this serves as a lesson for when labor and management work together good things happen.
 - Director Staton said that we are not adversaries; we are all apart of D.C. Government. He added that there is nothing wrong with the Unions being involved.
 - Toni said that this was all about partnership and no one had an ego trip.
 - Director Staton said that he cannot accomplish what he does without the employees. He added that in his agency no terminations occur unless he signs off on them. Director Staton added that he is invested in his employees and an advocate.
 - Geo commented that AFSCME and OLRCB have a \$5,000.00 challenge on the D.C. One Fund.
- Mayor Gray said that all of the surveys need to be sent to Natasha Campbell of OLRCB no later than the COB on Wednesday, October 31, 2012. Mayor Gray said that everything starts with the willingness to do work and work together. He added that pointing fingers at Labor or Management gets us nowhere.
 - Geo commented that everyone at this table is equal. Geo added that the next meeting will occur on Thursday, December 13, 2012.
 - Mayor Gray reiterated that we are most successful when we work together. He thanked everyone for attending.
- LMPC meeting was adjourned at 3:02pm.